DETAILED ACTION

Specification

1. The abstract of the disclosure is objected to because the length/format is improper. Correction is required. See MPEP § 608.01(b).
2. Applicant is reminded of the proper language and format for an abstract of the disclosure.
3. The abstract should be in narrative form and generally limited to a single paragraph on a separate sheet within the range of 50 to 150 words. It is important that the abstract not exceed 150 words in length since the space provided for the abstract on the computer tape used by the printer is limited. The form and legal phraseology often used in patent claims, such as "means" and "said," should be avoided. The abstract should describe the disclosure sufficiently to assist readers in deciding whether there is a need for consulting the full patent text for details.
4. The language should be clear and concise and should not repeat information given in the title. It should avoid using phrases which can be implied, such as, "The disclosure concerns," "The disclosure defined by this invention," "The disclosure describes," etc.

Claim Rejections - 35 USC § 102

5. The following is a quotation of the appropriate paragraphs of 35 U.S.C. 102 that form the basis for the rejections under this section made in this Office action:

> A person shall be entitled to a patent unless –

(e) the invention was described in (1) an application for patent, published under section 122(b), by another filed in the United States before the invention by the applicant for patent or (2) a patent granted on an application for patent by another filed in the United States before the invention by the applicant for patent, except that an international application filed under the treaty defined in section 351(a) shall have the effects for purposes of this subsection of an application filed in the United States only if the international application designated the United States and was published under Article 21(2) of such treaty in the English language.

6. **Claims 1-169 are rejected under 35 U.S.C. 102(e) as being anticipated by Chang et al. (US 2007/0226026 A1).**

7. **As per independent Claims 1**, Chang discloses a method of calculating commissions based upon a plurality of commission plans, each of the plurality of commission plans comprising a commission rule, said commission rule comprising one or more variables, each variable having a component as a data source, said method comprising steps of: receiving a request to calculate commissions (Fig.17); selecting at least one commission plan from the plurality of commission plans, each of the at least one commission plan having commissions owing and calculable for a particular date range (Figs.3-13B, Figs.17-20, rules created, saved, and later selected); gathering sales records, each sales record comprised of a transaction date falling in the particular date range of one of the at least one commission plan (Figs.3-13B, Figs.17-20, Para 0074-0076); completing the following steps for each of the at least one commission plan, (i) finding sales figures for each of the variables comprising the commission rule by applying the component associated with each variable to the sales records, and (ii) solving the commission rule to thereby find the commissions; and outputting the commissions (Abstract, Figs.3-13B, Figs.17-20).

8. As per Claims 2, Chang discloses wherein the step of receiving a request to calculate commissions comprises the step of: receiving a request to calculate commissions for a specific instance; and wherein the step of selecting at least one commission plan comprises

the step of: selecting at least one commission plan from the plurality of commission plans, each of the at least one commission plan having commissions owing and calculable for a particular date range at the occurrence of the specific instance.

9. As per Claims 3, Chang discloses wherein the specific instance is chosen from a set of instances generated from a commission policy comprised of a user defined frequency and a user defined start date.
10. As per Claims 4, Chang discloses wherein the user defined frequency is chosen from the group consisting of weekly, bi-weekly, and monthly and the user defined start date is chosen from the group consisting of a date, Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.
11. As per Claims 5, Chang discloses wherein each of the at least one commission plan further comprises a commission frequency, said commission frequency comprising a time interval, said time interval being equal in length to the particular date range and determining when the commissions for the commission plan become owing and calculable on a reoccurring basis.
12. As per Claims 6, Chang discloses wherein the commission frequency is selected from the group consisting of weekly, bi-weekly, and monthly.
13. As per Claims 7, Chang discloses wherein the sales records are gathered from one or more databases.
14. As per Claims 8, Chang discloses wherein the one or more databases contain data originating from an order entry system, billing system or any other source containing records for which commissions can be calculated.

15. As per Claims 9, Chang discloses wherein each of the sales records is further comprised of at least one of the following: a name, an employee id, a name of a product, a quantity of products sold, a work order type, a product code, a flag, a customer name, a net amount, a dollar amount, and a status.
16. As per Claims 10, Chang discloses wherein the at least one commission plan comprises a first commission plan and a second commission plan, the particular date range of the first and second commission plan being distinct.
17. As per Claims 11, Chang discloses wherein each component used as a data source for a variable is user defined.
18. As per Claims 12, Chang discloses wherein each component is capable of being used as a data source for a plurality of variables in a plurality of commission plans.
19. As per Claims 13, Chang discloses wherein the component is selected from the group consisting of a predefined function, a look-up table and a tiered look-up table.
20. As per Claims 14, Chang discloses wherein the predefined function is capable of performing a query on the sales records gathered for any commission plan.
21. As per Claims 15, Chang discloses wherein the query comprises at least one of the functions chosen from Sum, GROUP BY, and Where.
22. As per Claims 16, Chang discloses wherein the look-up table is comprised of a list of attributes and numerical values as defined by the user, each attribute being associated with one of the numerical values.
23. As per Claims 17, Chang discloses wherein the list of attributes is supplied by a master product list defined by the user.

24. As per Claims 18, Chang discloses wherein the tiered look-up table is comprised of a list of numerical ranges and numerical values, each numerical range being associated with one of the numerical values.

25. As per Claims 19, Chang discloses wherein each of the plurality of commission plans further comprises a list of primary recipients and the step of solving the commission rule comprises the step of: solving the commission rule to thereby calculate the commissions of each of the primary recipients of each of the at least one commission plans.

26. As per Claims 20, Chang discloses wherein the at least one commission plan comprises a first commission plan and a second commission plan, the list of primary recipients for the first commission plan and the second commission plan being distinct.

27. As per Claims 21, Chang discloses wherein the list of primary recipients comprises at least one of the following: a name of a person, a name of a business, a name of a sales channel, a name of an independent contractor, and an identification code representing any of the previously named items.

28. As per Claims 22, Chang discloses validating the sales records for completeness.

29. As per Claims 23, Chang discloses wherein the step of validating the sales records comprises the step of: comparing the sales records to at least one master list, said master list chosen from a master product list and a master sales personnel list in a defined organizational hierarchy.

30. **As per independent Claims 24**, Chang discloses a method of calculating commissions based on a commission plan, said commission plan comprising a commission rule, said commission rule comprising a variable, said variable having a component as a datasource, said method

comprising steps of: providing sales records in a database table; applying the component to database table thereby extracting sales figures; supplying the sales figures to the variable (Figs.3-13B, Figs.17-20, Para 0074-0076); solving the commission rule such that the commissions are calculated; outputting the commissions in a usable format (Abstract, Figs.3-13B, Figs.17-20).

31. As per Claims 25, Chang discloses wherein the component has been previously defined by a user.

32. As per Claims 26, Chang discloses wherein the user defines the component through a graphical user interface.

33. As per Claims 27, Chang discloses wherein the user defines the component using a programming language to write computer code.

34. As per Claims 28, Chang discloses wherein the component is selected from the group consisting of a predefined function, a look-up table, and a tiered look-up table.

35. As per Claims 29, Chang discloses wherein the user defines the component through a graphical user interface.

36. As per Claims 30, Chang discloses wherein the predefined function is capable of performing a query on the database table, said database table comprising columns and rows, each column identified by a column name and comprising entries, each row comprising a sales record.

37. As per Claims 31, Chang discloses wherein the query comprises at least one function, the function chosen from a summing function, a grouping function, and a filtering function.

38. As per Claims 32, Chang discloses wherein the summing function is operative to sum the entries in one of columns, said column being selected by the user from a list of available columns provided by the graphical user interface.

39. As per Claims 33, Chang discloses wherein the grouping function is operative in conjunction with the summing function to sum the entries of a first column by the entries in at least one other column, said first and the at least one other column being selected by the user.

40. As per Claims 34, Chang discloses wherein the filtering function is operative to exclude sales records pursuant to criteria defined by the user.

41. As per Claims 35, Chang discloses wherein the criteria is defined by the user entering at least one of the following: the column name, a name of a field, a conditional operator, a name of a product, a numerical amount and a connector.

42. As per Claims 36, Chang discloses wherein the graphical user interface represents the summing function by the term SUM, the grouping function by the term GROUP BY, and the filtering function by the term WHERE.

43. As per Claims 37, Chang discloses wherein the look-up table is operative of awarding a dollar amount for each sale of a particular product, the look-up table comprising a list of products and associated dollar amounts, both the list of products and dollar amounts defined by the user.

44. As per Claims 38, Chang discloses wherein a master product list supplies the list of products.

45. As per Claims 39, Chang discloses wherein the look-up table relies on a predefined function as a data source to supply the values to be compared to the look-up table.

46. As per Claims 40, Chang discloses wherein the tiered look-up table is operative of awarding a dollar amount based upon a quantity of sales, the look-up table comprising a range of values and associated dollar amounts, both the range of values and dollar amounts determined by the user.

47. As per Claims 41, Chang discloses wherein the commission plan further comprises primary recipients, the primary recipients being determined by the user, and the sales figures extracted by the component comprising sales figures for each primary recipient.

48. As per Claims 42, Chang discloses wherein the primary recipients are selected from a list provided by a graphical user interface.

49. As per Claims 43, Chang discloses wherein the step of solving the commission rule further comprises the step of: finding the commissions for each of the primary recipients.

50. As per Claims 44, Chang discloses wherein the step of providing the sales records further comprises the step of: providing the sales records from a second database table based upon a commission frequency.

51. As per Claims 45, Chang discloses wherein the second database table comprises sales records from a billing system or an order entry system.

52. **As per independent Claims 46**, Chang discloses a method of calculating commissions on a reoccurring basis from a plurality of sales records stored in a first database, said plurality of sales records being continuously updated (Figs.3-13B, Figs.17-20, Para 0074-0076), the method comprising the steps of: (A) defining a commission policy, said commission policy constraining the calculation of the commissions to specific instances; (B) defining at least one commission plan, each of the at least one commission plan having commissions owing

and calculable on a reoccurring basis (Figs.3-13B, Figs.17-20, rules created, saved, and later selected); (C) selecting a specific instance to calculate the commissions; (D) determining which of the at least one commission plan has commissions owing and calculable for the specific instance; (E) importing sales records for each commission plan having commissions owing and calculable from the first database table into a second database table; (F) calculating the commissions, said commissions being determined by all of the at least one commission plan having commissions owing and calculable for the specific instance; and (G) selecting a second instance to calculate commissions and completing the Steps (D), (E) and (F) the second instance (Abstract, Figs.3-13B, Figs.17-20).

53. As per Claims 47, Chang discloses defining at least one component; and wherein each of the at least one commission plan further comprises a commission rule, said commission rule comprising one or more variables, each variable having a component as a data source, a user selecting the component for each variable from the at least one component.

54. As per Claims 48, Chang discloses wherein each of the at least one component is selected by the user from the group consisting of: a predefined function, a look-up table and a tiered look-up table.

55. As per Claims 49, Chang discloses wherein the commission policy comprises a user defined frequency, the user defined frequency determining the specific instances.

56. As per Claims 50, Chang discloses wherein each of the at least one commission plan further comprises a list of primary recipients and Step (F) comprises the step of: calculating the commissions for each of the primary recipients of each of the at least one commission plans having commissions owing and calculable.

57. As per Claims 51, Chang discloses creating a master product list; and validating the completeness of the sales records loaded into the second database prior to the step of calculating the commissions.

58. **As per independent Claims 52**, Chang discloses a computer based method of calculating commissions, said method comprising steps of: providing a graphical user interface to a user for data input; receiving user preferences through said graphical user interface; storing at least a portion of said user preferences in a table; receiving a request to calculate commissions; and retrieving and applying said user preferences stored in the table to sales records to thereby calculate the commissions (Figs.3-13B, Figs.17-20, Para 0074-0076).

59. As per Claims 53, Chang discloses wherein the user preferences comprise a first set of parameters and a second set of parameters, said first set of parameters defining a component and said second set of parameters defining a commission plan.

60. As per Claims 54, Chang discloses wherein the component is chosen from the group consisting of: a predefined function, a look-up table, and a tiered look-up table.

61. As per Claims 55, Chang discloses wherein said second set of parameters further define a commission rule, said commission rule comprising a variable, said variable receiving values from the component.

62. As per Claims 56, Chang discloses wherein second set of parameters further define primary recipients, said primary recipients receiving the benefit of the commission plan.

63. As per Claims 57, Chang discloses wherein the second set of parameters further define a commission frequency, said commission frequency, said commission frequency determining when the commissions for the commission plan become owing and calculable.

64. As per Claims 58, Chang discloses wherein the user preferences further comprise a third set of parameters, said third set of parameters defining a commission policy, said commission policy constraining the calculation of the commissions to specific instances.

65. **As per independent Claims 59**, Chang discloses a method of calculating commissions, said method comprising the steps of: providing sales records; applying a component to the sales records thereby extracting sales figures; supplying the sales figures to a commission rule; and calculating the commissions (Figs.3-13B, Figs.17-20, Para 0074-0076).

66. As per Claims 60, Chang discloses providing a list of primary recipients, each of the primary recipient receiving commissions and the sales figures are grouped by the primary recipients.

67. As per Claims 61, Chang discloses wherein the commission rule is used to find the commissions due each of the primary recipients.

68. As per Claims 62, Chang discloses wherein the component is selected from the group consisting of a predefined function, a look-up table, and a tiered look-up table.

69. **As per independent Claims 63**, Chang discloses a method to calculate commissions, the method comprising the steps of: creating a set of commission plans; selecting at least one commission plan from the set of commission plans; collecting sales records for each of the at least one commission plan; calculating the commissions for the at least one commission plan; and outputting the commissions (Figs.3-13B, Figs.17-20, Para 0074-0076).

70. As per Claims 64, Chang discloses wherein all of the steps are adapted to one or more computers.

71. As per Claims 65, Chang discloses selecting a specific instance to calculate the commissions.

72. As per Claims 66, Chang discloses wherein the specific instance at least partially determines the at least one commission plan selected from the set of commission plans.

73. As per Claims 67, Chang discloses wherein each of the at least one commission plan defines a date range, said date range at least partially determining the sales records collected.

74. As per Claims 68, Chang discloses wherein the at least one commission plan is comprised of a first commission plan and a second commission plan.

75. As per Claims 69, Chang discloses wherein the first commission plan defines a first date range and the second commission plan defines a second date range, the sales records collected for the first commission plan spanning the first date range, and the sales records collected for the second commission plan spanning the second date range.

76. As per Claims 70, Chang discloses wherein the first date range and the second date range are the same or different.

77. As per Claims 71, Chang discloses wherein the sales records collected for the first commission plan are stored in a first import table and the sales records collected for the second commission plan are stored in a second import table.

78. As per Claims 72, Chang discloses wherein the first import table and the second import table are the same import table or different import tables.

79. As per Claims 73, Chang discloses wherein both the first and second commission plan each further comprise a commission rule, said commission rule comprising one or more variables, each of the variables receiving sales figures from a component.

80. As per Claims 74, Chang discloses wherein a first variable in the commission rule of the first commission plan receives values from a first component and a second variable in the commission rule of the second commission plan receives values from a second component.

81. As per Claims 75, Chang discloses wherein the first component and the second component are the same or different.

82. As per Claims 76, Chang discloses wherein the first component is chosen from the group consisting of a predefined function, a look-up table, and a tiered look-up table, and the second component is chosen from the list consisting of a predefined function, a look-up table, and a tiered look-up table.

83. As per Claims 77, Chang discloses wherein the first commission plan comprises a first list of primary recipients and the second commission plan comprises a second list of primary recipients, each recipient receiving commissions, if owing.

84. As per Claims 78, Chang discloses wherein the first list of primary recipients and the second list of primary recipients comprise the same primary recipients or different primary recipients.

85. **As per independent Claims 79**, Chang discloses a method of determining the commissions of a sales force on a hierarchal basis, said method comprising the steps of: defining an organizational hierarchy for the sales force; defining a commission plan, said commission plan comprising a list of primary recipients, each of the primary recipients receiving commissions based upon the sales of subordinates, said commission plan further comprising a commission rule (Figs.3-13B, Figs.17-20, rules created, saved, and later selected); determining the subordinates of each of the primary recipients from the organizational

hierarchy after receiving a request to calculate commissions for a specific instance from the organizational hierarchy; importing the sales records of the subordinates of each of the primary recipients to an import table; applying the commission rule to the import table thereby determining the commissions of the primary recipients based upon the sales of the subordinates (Figs.3-13B, Figs.17-20, Para 0074-0076).

86. As per Claims 80, Chang discloses wherein the organizational hierarchy is created by using a graphical user interface.

87. As per Claims 81, Chang discloses wherein the list of primary recipients identifies a first primary recipient and a second primary recipient, the subordinates of the first primary recipient being distinct from the subordinates of the second primary recipient.

88. As per Claims 82, Chang discloses wherein the commission rule comprises a variable, the variable receiving values from a component and the step of applying the commission rule further comprises the step of: applying the component to the import table to extract sales figures, said sales figures supplying the values to the variable.

89. As per Claims 83, Chang discloses wherein the import table comprises a plurality of import tables.

90. As per Claims 84, Chang discloses modifying the organizational hierarchy after the step of creating the commission plan.

91. As per Claims 85, Chang discloses wherein the organizational hierarchy is independent of the commission plan.

92. **As per independent Claims 86**, Chang discloses a method of calculating sales commissions, the method comprising the steps of: creating a commission plan, said commission plan

defining at least one date range for which the commissions will be calculated; said commission plan further comprising a commission rule; said commission rule comprising a variable, said variable receiving data from a component (Figs.3-13B, Figs.17-20, rules created, saved, and later selected); selecting a first date range from the at least one date range and providing sales records for the first date range; applying the component to the sales records of the first date range thereby extracting sales figures for the first date range; applying the commission rule to the sales figures for the first date range such that the commissions for the first date range are calculated; and outputting the commissions (Figs.3-13B, Figs.17-20, Para 0074-0076).

93. As per Claims 87, Chang discloses wherein the component is chosen from a predefined function, a look-up table and a tiered look-up table.

94. As per Claims 88, Chang discloses selecting a second date range from the at least one date range and providing sales records for the second date range; applying the component to the sales records of the second date range thereby extracting sales figures for the second date range; and applying the commission rule to the sales figures for the second date range such that the commissions for the second date range are calculated.

95. As per Claims 89, Chang discloses wherein the at least one date range is generated from a commission frequency.

96. **As per independent Claims 90**, Chang discloses a method of calculating commissions comprising the steps of: identifying recipients of the commissions; providing sales records for the recipients in a database table, the database table being organized into a plurality of columns, each column comprising entries; manipulating the database table to thereby extract

sales figures; applying a commission rule to the sales figures to thereby calculate the commissions of each recipient; and outputting the commissions (Figs.3-13B, Figs.17-20, Para 0074-0076).

97. As per Claims 91, Chang discloses wherein the step of manipulating the sales records is comprised of selecting a column in the database table and at least one of the following steps: aggregating the entries of the column to find a sum; grouping the sum by individual groups; and filtering a portion of the sales records from consideration.

98. As per Claims 92, Chang discloses wherein the step of manipulating the sales records comprises the step of applying a query to the database table.

99. As per Claims 93, Chang discloses wherein the query is composed using a structured query language.

100. As per Claims 94, Chang discloses wherein the query is comprised of a SELECT function and at least one function chosen from SUM, GROUP BY, and WHERE.

101. As per Claims 95, Chang discloses comparing the sales figures extracted by the query to a look-up table or a tiered look-up table to find sales totals and the step of applying a predetermined commission rule comprising the step of: applying the predetermined commission rule to the sales totals to thereby calculate the commissions of each recipient.

102. **As per independent Claims 96**, Chang discloses a method of calculating commissions, the method comprising the steps of: providing sales records; providing at least one commission plan; applying each of the at least one commission plan to the sales records; and determining the commission (Figs.3-13B, Figs.17-20, Para 0074-0076).

103. As per Claims 97, Chang discloses wherein all of the steps are adapted to one or more computers.

104. As per Claims 98, Chang discloses wherein the step of providing sales records comprises the step of: selecting the sales records from a plurality of sales records based upon a set of criteria.

105. As per Claims 99, Chang discloses determining at least partially the set of criteria from the at least one commission plan.

106. As per Claims 100, Chang discloses wherein the plurality of sales records comprises billing records or order entry records.

107. As per Claims 101, Chang discloses wherein the sales records populate a first database table.

108. As per Claims 102, Chang discloses wherein the sales records have been imported from a second database table populated with billing records or order entry records.

109. As per Claims 103, Chang discloses wherein the step of providing sales records comprises the steps of: searching a first database table populated with a plurality of sales records based upon a set of criteria; selecting the sales records, each of the sales records meeting the set of criteria; and importing the sales records to a second database table.

110. As per Claims 104, Chang discloses wherein the first database table comprises a plurality of sales records from a billing system or an order entry system.

111. As per Claims 105, Chang discloses wherein the first database table comprises a plurality of database tables.

112. As per Claims 106, Chang discloses wherein each of the at least one commission plan comprises an activation date, the activation date of each of the at least one commission plan at least partially determining the set of criteria.

113. As per Claims 107, Chang discloses wherein each of the at least one commission plan comprises a commission frequency, the commission frequency of each of the at least one commission plan at least partially determining the set of criteria.

114. As per Claims 108, Chang discloses wherein each of the at least one commission plan comprises a group of primary recipients, the group of primary recipients of each of the at least one commission plan at least partially determining the set of criteria.

115. As per Claims 109, Chang discloses wherein each of the at least one commission plan comprises primary recipients and at least one parameter chosen from an activation date and a plan frequency, the group of primary recipients and the at least one parameter at least partially determining the set of criteria.

116. As per Claims 110, Chang discloses wherein each of the at least one commission plan defines a plan class, the plan class determining whether the sales commission is based upon individual sales or the sales of others.

117. As per Claims 111, Chang discloses wherein each of the at least one commission plan comprises an activation date.

118. As per Claims 112, Chang discloses wherein each of the at least one commission plan comprises primary recipients.

119. As per Claims 113, Chang discloses wherein each of the at least one commission plan comprises a commission frequency, the commission frequency operative to determines when commissions become owing and calculable on a reoccurring basis.

120. As per Claims 114, Chang discloses wherein the commission frequency is further operative to determine a date range for which the commissions will be calculated.

121. As per Claims 115, Chang discloses wherein each of the at least one commission plan comprises a commission rule, said commission rule comprising a variable, said variable receiving values from a component.

122. As per Claims 116, Chang discloses wherein each of the at least one commission plan is comprised of a commission rule and primary recipients.

123. As per Claims 117, Chang discloses wherein each of the at least one commission plan is further comprised of a parameter, said parameter chosen from a commission frequency, a plan class, and an activation date.

124. As per Claims 118, Chang discloses wherein each of the at least one commission plan is further comprised of a parameter, said parameter chosen from an aggregation component and a component.

125. As per Claims 119, Chang discloses wherein each of the at least one commission plan is comprised of a plan class, an aggregation component, an activation date, primary recipients, a plan frequency, and a commission rule.

126. As per Claims 120, Chang discloses wherein the step of providing at least one commission plan comprises the step of: selecting a specific instance to calculate

commissions; and selecting the at least one commission plan from a group of commission plans based at least partially on the specific instance.

127. As per Claims 121, Chang discloses wherein the specific instances are selected from a set of instances, the set of instances being determined from a commission policy.

128. As per Claims 122, Chang discloses wherein each commission plan in the group of commission plans is comprised of a plan status, the plan status selected from the group of active, inactive, and retired, and the step of selecting the at least one commission plan being further based at least partially on the plan status.

129. As per Claims 123, Chang discloses providing a master product list; and validating the sales records for completeness.

130. **As per independent Claims 124**, Chang discloses a system for calculating commissions based a plurality of commission plans, each of the said commission plans comprising a commission rule, said commission rule comprising one or variables, each variable having a component as a data source (Figs.3-13B, Figs.17-20, rules created, saved, and later selected), said system comprising: an interface means for receiving a request to calculate commissions; a selecting means for selecting at least one commission plan having commissions owing and calculable from the plurality of commission plans; an import means for importing sales records for each of the commission plans having commissions owing and calculable; an extraction means for applying each component of each of the at least one commission plan to the sales records to thereby extract sales figures; a calculation means for solving the commission rule using the sales figures extracted from the sales records; and a outputting means to display the commissions (Figs.3-13B, Figs.17-20, Para 0074-0076).

131. As per Claims 125, Chang discloses wherein the interface means receives a request to calculate commissions for a specific instance and the selecting means selects commission plans having commissions owing and calculable for the specific instance.

132. As per Claims 126, Chang discloses a generating means for generating a set of instances based upon a user defined frequency and start date, the specific instance being chosen from the set of instances.

133. As per Claims 127, Chang discloses wherein the user defined frequency is chosen from the group consisting of weekly, bi-weekly, and monthly and the start date is chosen from the group consisting of a date, Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

134. As per Claims 128, Chang discloses wherein each of the at least one commission plan further comprises a commission frequency, said commission frequency comprising a time interval, said time interval being equal in length to the particular date range and determining when the commissions for the commission plan become owing and calculable on a reoccurring basis.

135. As per Claims 129, Chang discloses wherein the commission frequency is selected from the group consisting of weekly, bi-weekly, and monthly.

136. As per Claims 130, Chang discloses wherein the import means imports the sales records from one or more databases.

137. As per Claims 131, Chang discloses wherein the one or more databases contain sales records originating from an order entry system, a billing system or any other source containing sales records for which commissions can be calculated.

138. As per Claims 132, Chang discloses wherein each of the sales records is comprised of at least one of the following: a name, an employee id, a name of a product, a quantity of products sold, a work order type, a product code, a flag, a customer name, a net amount, a dollar amount, and a status.

139. As per Claims 133, Chang discloses wherein each component is selected from the group consisting of a predefined function, a look-up table and a tiered look-up table.

140. As per Claims 134, Chang discloses wherein the predefined function is operative to perform a query on the sales records gathered for any commission plan and the extraction means applies the query to the sales records to thereby extract the sales figures.

141. As per Claims 135, Chang discloses wherein parameters of the predefined function are stored in a table and the extraction means creates the query from the parameters contained in the table and then applies the query to the sales records to extract the sales figures.

142. As per Claims 136, Chang discloses wherein the extraction means appends a name or sales id to the query prior to applying it to the sales records in order to filter any records not pertaining to the name or sales id.

143. As per Claims 137, Chang discloses wherein the extraction means further appends a date range to the query prior to applying it to the sales records, said date range comprising the date range for which the commissions are owing and calculable for the commission plan to which the predefined function pertains.

144. As per Claims 138, Chang discloses wherein the extraction means applies a predefined function serving as a source to a look-up table or a tiered look-up table to the sales records to thereby extract the sales figures.

145. As per Claims 139, Chang discloses wherein the predefined function is operative to perform a query on the sales records gathered for any commission plan and the extraction means applies the query to the sales records to thereby extract the sales figures.

146. As per Claims 140, Chang discloses wherein parameters of the predefined function are stored in a table and the extraction means creates the query from the parameters contained in the table and then applies the query to the sales records to extract the sales figures.

147. As per Claims 141, Chang discloses wherein the extraction means appends a name or sales id to the query prior to applying it to the sales records in order to filter any records not pertaining to the name or sales id.

148. As per Claims 142, Chang discloses wherein the extraction means further appends a date range to the query prior to applying it to the sales records, said date range being the date range for which the commissions are owing and calculable for the commission plan to which the predefined function pertains.

149. As per Claims 143, Chang discloses wherein the name or sales id appended to the query by the extraction means is a primary recipient or a subordinate of a primary recipient.

150. As per Claims 144, Chang discloses a validating means for validating the completeness of the sales records, said validating means comparing a master product list to the sales records.

151. **As per independent Claims 145**, Chang discloses a system to calculate commissions based on a commission plan, said commission plan comprising a commission rule, said commission rule comprising a component (Figs.3-13B, Figs.17-20, rules created, saved, and later selected), the system comprising: an import means for providing sales records in a first

database table; an extraction means for applying the component to the database table thereby extracting sales figures into a second database table; a calculating means for solving the commission rule such that the commissions are calculated from the second database table, said commissions being stored in a third database table; and an outputting means for displaying the commissions in the third database table (Figs.3-13B, Figs.17-20, Para 0074-0076).

152. As per Claims 146, Chang discloses an interface means for receiving user input, said user input comprising parameters to define the commission plan and the commission rule, said parameters being stored in a fourth database table.

153. As per Claims 147, Chang discloses wherein the user input further comprises parameters to define the component, said parameters being stored in a fifth database table.

154. As per Claims 148, Chang discloses wherein the interface means is a graphical user interface.

155. As per Claims 149, Chang discloses wherein the extraction means assembles a query from at least a portion of the parameters defining the component in the fifth database table and then applies the query to the first database table, the results of the query being stored in the second database table.

156. As per Claims 150, Chang discloses wherein the parameters comprise an aggregation column and optionally a GROUP BY clause and a WHERE clause.

157. As per Claims 151, Chang discloses wherein the calculating means forms an arithmetic expression for each row in the second database table pursuant to the commission rule and solves the arithmetic expression and stores the results in the third database table.

158. As per Claims 152, Chang discloses wherein the calculating means compares an entry in each of the rows of the second database table to a look-up table or a tiered look-up table and awards a value based upon that comparison.

159. As per Claims 153, Chang discloses wherein parameters defining the look-up table or tiered look-up table are stored in a seventh database table.

160. As per Claims 154, Chang discloses an interface means for receiving user input, said user input comprising a master product list, said master product list being stored in a fourth database table, and the system further comprising a validating means for validating the completeness of the sales records, said validating means comparing the master product list in the fourth database table to the sales records in the first database table.

161. **As per independent Claims 155**, Chang discloses a system for calculating commissions on a reoccurring basis from a plurality of sales records stored in a first database table, said plurality of sales records being continuously updated, the system comprising: an interface means for accepting user input to define a commission policy and at least one commission plan (Figs.3-13B, Figs.17-20, rules created, saved, and later selected), each of the at least one commission plan having commissions owing and calculable on a reoccurring basis, said interface means further capable of receiving a request from a user to calculate commissions for a specific instance chosen from a plurality of specific instances; a selecting means for selecting commission plans having commissions owing and calculable for the specific instance from the at least one commission plan; and an import means for providing sales records in a second database table for each commission plan having commissions owing and calculable for the specific instance from the plurality of sales records in the first database

table; and a calculation means for calculating the commissions for the specific instance (Figs.3-13B, Figs.17-20, Para 0074-0076).

162. As per Claims 156, Chang discloses wherein the interface means is further capable of receiving user input to define at least one component and each of the at least one commission plan further comprises a commission rule, said commission rule comprising one or more variables, each variable having a component as a data source, said interface means allowing a user to select the component for each variable from the at least one component.

163. As per Claims 157, Chang discloses wherein each of the at least one component is defined by the user as a predefined function, a look-up table or a tiered look-up table.

164. As per Claims 158, Chang discloses wherein the interface means is further capable of receiving user input to define a Commission policy, and the system further comprises a generation means for generating the plurality of specific instances from the commission policy.

165. As per Claims 159, Chang discloses wherein the interface means is further capable of receiving user input to define a list of primary recipients for each of the at least one commission plan and the calculating means is further capable of calculating the commissions for each of the primary recipients of each of commission plans having commissions owing and calculable for the specific instance.

166. **As per independent Claims 160**, Chang discloses a system for calculating commissions, said system comprising: an import means for providing sales records; an extraction means for applying a component to the sales records thereby extracting sales figures the sales records; a calculation means for supplying the sales figures to a commission rule and solving

the commission rule to thereby calculate the commissions; and a outputting means for displaying the commissions (Figs.3-13B, Figs.17-20, Para 0074-0076).

167. As per Claims 161, Chang discloses an interface means for accepting user input to define a list of primary recipients.

168. As per Claims 162, Chang discloses wherein the extracting means is further capable of applying the component to the sales records for each of the primary recipients and thereby extracting sales figures for each of the primary recipients.

169. As per Claims 163, Chang discloses wherein the calculation means is further capable of supplying the sales figures to the commission rule and solving the commission rule for each of the primary recipients to thereby calculate the commissions for each of the primary recipients.

170. As per Claims 164, Chang discloses wherein the component is selected from the group consisting of a predefined function, a look-up table, and a tiered look-up table.

171. **As per independent Claims 165**, Chang discloses a system for determining the commissions of a sales force on a hierarchal basis, said system comprising: an interface means for accepting user input to define an organizational hierarchy for the sales force and a commission plan, said commission plan comprising a list of primary recipients, each of the primary recipients receiving commissions based upon sales of subordinates, said commission plan further comprising a commission rule (Figs.3-13B, Figs.17-20, rules/hierarchy created, saved, and later selected); a determining means for determining the subordinates of each of the primary recipients from the organizational hierarchy after receiving a request to calculate commissions for a specific instance; an importing means for providing sales records of the

subordinates of each of the primary recipients; a calculating means for applying the commission rule to the sales records thereby determining the commissions of the primary recipients based upon the sales of the subordinates (Figs.3-13B, Figs.17-20, Para 0074-0076).

172. As per Claims 166, Chang discloses wherein the interface means is a graphical user interface.

173. As per Claims 167, Chang discloses wherein the commission rule comprises a variable, the variable receiving values from a component, the component being defined by the user input.

174. As per Claims 168, Chang discloses wherein the component comprises a query, said calculating means further capable of appending the query to only include sales records of the subordinates.

175. As per Claims 169, Chang discloses wherein the interface means is further capable of receiving additional user input to modify the organizational hierarchy after the commissions have been calculated.

Conclusion

176. The prior art made of record and not relied upon is considered *pertinent* to applicant's disclosure.

177. Additional Literature has been referenced on the attached PTO-892 form, and the Examiner suggests the applicant review these documents before submitting any amendments.

178. Any inquiry concerning this communication or earlier communications from the examiner should be directed to Jonathan Ouellette whose telephone number is (571) 272-6807. The examiner can normally be reached on Monday through Thursday, 8am - 5:00pm.

179. If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, John Weiss can be reached on (571) 272-6812. The fax phone numbers for the organization where this application or proceeding is assigned (571) 273-8300 for all official communications.

180. Any inquiry of a general nature or relating to the status of this application or proceeding should be directed to the Office of Initial Patent Examination whose telephone number is (703) 308-1202.

June 6, 2008

/Jonathan Ouellette/

Primary Examiner, Art Unit 3629